

## EEO PUBLIC FILE REPORT

For the reporting period of 8/1/14 through 7/31/15  
Amended on July 20, 2016

**This report covers the following station employment unit (SEU):**

Licensee / Permittee Name	Call Sign and Type	Community of License (City, State)	FCC Facility ID Number	LMA
New Inspiration Broadcasting Company, Inc.	KKLA-FM	Los Angeles, CA	48453	N/A
New Inspiration Broadcasting Company, Inc.	KRLA (AM)	Glendale, CA	61267	N/A
New Inspiration Broadcasting Company, Inc.	KFSH-FM	La Mirada, CA	2195	N/A

### **I. VACANCY LIST**

The following is a list of all vacancies for full-time jobs filled during the reporting period and the recruitment source ("RS") that referred the person hired for each vacancy:

Job No.	Job Vacancy Title	Recruitment Source that Referred Hired Person	Date Filled	RS's Contacted to Fill Vacancy
1	Account Manager – KFSH	Media Staffing Network	8/25/14	2, 3, 10, 23
2	On Air Personality – KFSH	AllAccess.com	9/22/14	2, 3, 15, 20
3	Marketing Assistant – KFSH	KFSH.com	9/29/14	2, 3, 18
4	Marketing Consultant – KRLA	Career Strategies, Inc.	10/27/14	1, 2, 3, 24
5	General Sales Manager- KRLA	Self-Referral	12/8/14	1, 2, 3
6	On Air Personality – KFSH	AllAccess.com	12/11/14	1, 2, 3,
7	Sales Marketing Assistant – Cluster	Internal Promotion	2/23/15	1-22
8	Marketing Consultant – KRLA	Media Staffing Network	3/2/15	1 - 22
9	Marketing Consultant – KRLA	Employee Referral	3/23/15	1 - 22
10	General Sales Manager - KKLA	Salem Media Group, Inc.	6/1/15	2, 3, 21, 22

### **II. RECRUITMENT SOURCE LIST**

During the reporting period, the following recruitment sources ("RS") were contacted as vacancies for full-time SEU jobs opened. There were a total of 60 people interviewed for full-time positions.

RS No.	Recruitment Source	(*)	Address, Telephone and Contact Person of RS	Number of Interviewees Referred by RS
* Denotes those organizations that requested notification of vacancy information				
1	Southern California Broadcasters Association (SCBA)		5670 Wilshire Blvd. #13270 Los Angeles, CA 90036 Contact Ellen Dostal 323-630-1881 <a href="mailto:ellend350@gmail.com">ellend350@gmail.com</a>	2
2	Salem Media Group, Inc.		4880 Santa Rosa Rd Camarillo, CA 93013 <a href="http://www.salemmedia.com">www.salemmedia.com</a> Contact: Karen Davenport	2

			<a href="mailto:karen.davenport@salemmedia.com">karen.davenport@salemmedia.com</a>	
3	ChristianJobs.com		9401 Courthouse Road, Ste 300 Chesterfield, VA 23832 Contact: Karen Davenport <a href="mailto:karen.davenport@salemmedia.com">karen.davenport@salemmedia.com</a>	0
4	Jewish Vocational Services of West Hollywood		5757 Wilshire Blvd Prom.3 Los Angeles, CA 90036 Contact: Greg Krentzman 323-904-4900x4902 <a href="mailto:ckrentzman@jvsla.org">ckrentzman@jvsla.org</a>	0
5	Jewish Vocational Services of Marina Del Rey		13160 Mindanao Way Ste 240 Marina Del Rey, CA 90292 (310) 309-6000 Gayellen Davis/Prog. Dir. X218 Elisa Taylor/Acct. Exec. x210 <a href="mailto:etaylor@jvsla.org">etaylor@jvsla.org</a> <a href="http://www.jvsla.org">www.jvsla.org</a>	0
6	Wilshire Metro Worksource Centers – Community Career Development, Inc.		3550 Wilshire Blvd., Suite 500 Los Angeles, CA 90010 213-365-9829 <a href="http://www.communitycareer.org">www.communitycareer.org</a>	0
7	Asian American Economic Development Enterprises		216 West Garvey Ste. E Monterey Park, CA 91754 626-572-7021 Contact: Bernice Luu	0
8	UCLA African American Studies		c/o Job Board 305 Portola Plaza Los Angeles, CA 90095	0
9	Women At Work		c/o Job Board 2871 E. Colorado Blvd., 1 <sup>st</sup> Fl. Pasadena, CA 91107 <a href="mailto:jobs@womenatwork.org">jobs@womenatwork.org</a>	0
10	Pasadena City College		1570 E. Colorado Blvd. Pasadena, CA 91106 626-585-7123	0
11	Glendale Community College		1500 North Verdugo Road Glendale, CA 91208	0
12	Biola University		13800 Biola Ave. La Mirada, CA 90639 <a href="http://www.biola-csm.symplicity.com/employers">www.biola-csm.symplicity.com/employers</a>	0
13	Mt. San Antonio College		1100 N. Grand Ave. Walnut, CA 91789 <a href="http://www.mtsac-csm.symplicity.com/employers">www.mtsac-csm.symplicity.com/employers</a>	0
14	Azusa Pacific University		PO Box 7000 Azusa CA 91702-7000 <a href="http://www.apu-csm.symplicity.com/">www.apu-csm.symplicity.com/</a>	0
15	Alliance for Women in Media		800 S. Pacific Coast Hwy, #8-143 Redondo Beach, CA 90277 <a href="http://www.awmsocal.org">www.awmsocal.org</a> <a href="mailto:laura@awmsocal.org">laura@awmsocal.org</a>	0
16	Community Career Center		3550 Wilshire Blvd., Ste 500 Los Angeles, CA 90010 213-356-9829 ext. 250 Contact: Rhonda Rose <a href="mailto:RRose@communitycareer.org">RRose@communitycareer.org</a>	0
17	Work Source Center		3965 South Vermont Ave.	0

	South East Los Angeles		Los Angeles, CA 90037 323-730-7900 ext. 233 Contact: Brown Fa'ave bfaavae@selawsc.com	
18	Verdugo Jobs Center of Glendale		1255 S. Central Ave. Glendale, CA 91204 818-409-0476	0
19	Mexican American Opportunity Foundation		972 S. Goodrich Blvd. Commerce. CA 90022 323-890-1555 crufino@maof.org	0
20	Inside Radio		PO Box 567925 Atlanta, GA 31156 Attn: Job Board www.insideradio.com	0
21	California Broadcasters Association (CBA)		915 "L" St. Ste. 1150 Sacramento, CA 95814 Attn: Joe Berry	0
22	National Religious Broadcasters (NRB)		9510 Technology Drive Manassas, VA 20110 Phone: (703) 330-7000 Contact: Steven Cross <a href="mailto:scross@nrb.org">scross@nrb.org</a>	0
23	Career Strategies, Inc.		1520 W. Magnolia Blvd. Burbank, CA 91506	3
OTHER SOURCES OF INTERVIEWEES				
No.	Description of Other Sources			Number of Interviewees
24	Employee Referral			3
25	Self-Referral			15
26	Internal			1
27	Internal Promotion			1
28	Media Staffing Network (Recruiter)			2
29	Women's Night Out Station Event			2
30	Radio Spot Ads – KKLA/KRLA/KFSH			9
31	Walk-in (Orange County KFSH Office)			2
32	<a href="http://www.AllAccess.com">www.AllAccess.com</a>			5
33	<a href="http://www.KKLA.com">www.KKLA.com</a>			2
34	<a href="http://www.KRLA.com">www.KRLA.com</a>			4
35	<a href="http://www.KFSH.com">www.KFSH.com</a>			6
36	<a href="http://www.addeccousa.com">www.addeccousa.com</a>			1
Total Number of Interviewees				60

### **III. OUTREACH INITIATIVES**

**The following outreach initiatives were completed by the SEU during the reporting period:**

#### **A. Job Fairs:**

**At each of these job fairs, the SEU distributed flyers with application instructions, accepted resumes and discussed information pertaining to the job vacancies at the SEU with the attendees.**

1. On October 2, 2014 – Hosted a booth at the Mt. San Antonio College Fall Career Fair.
2. On March 23, 2015 – Hosted a booth at the Glendale Community College Job Fair.
3. On April 30, 2015 – Hosted a booth at the Mt. San Antonio College, '2015 Spring Career Fair'.
4. On May 5, 2015 – Hosted a booth at the Wilshire Metro WorkSource Center Job Fair.
5. On June 9, 2015 – Hosted a booth at the Los Angeles College Fair and Resource Fair.
6. On July 7, 2015 – Hosted a booth at the Orange County Job, Resource and College Fair. Took place at the Calvary Church Santa Ana.
7. On June 25, 2015 – Hosted a booth at the Inland Empire College Resource Fair, held at Solid Ground Church in Rancho Cucamonga.
8. On June 13, 2015 – Hosted a booth at the Corporate Business Job EXPO, held at Lifeway Church Ministries in Rancho Cucamonga.

**B. Internship Program:**

The objective of this program is to allow college students the chance to work with a major marketing media group. Through this experience, the student is able to learn more about the broadcasting industry and better evaluate if it is a career path they would choose. The Programming and Promotions Departments worked with one student each, (total of 2 interns), in establishing their schedules and what best fit with the station group agenda. The SEU's hosted the following two interns during this period:

1. One student from Pasadena City College interned in September of 2014, for the Programming Department.
2. One student from UC Davis began internship on June 22, 2015 for the Promotions Department, and is currently in the process of completion.

**C. Management Training Program**

1. The Salem Director of Human Resources conducts monthly HR Network Training sessions via teleconference and Powerpoint presentations, which includes review of EEO policies and compliance. The SEU's Office Manager participates in these training sessions each month and then routinely communicates with the SEU's General Manager and other management team members to keep all employees apprised of the company and SEU's policy on equal employment.
2. In December of 2014, one (1) manager completed the harassment/ethics training program, and in July of 2015 one (1) manager completed the harassment/ethics training program. Both programs were administered by Gallagher Bassett Risk Control Consulting Services.

**D. Job Banks and Internet Programs:**

The SEU participated in job banks and internet programs designed to provide general information about opportunities in broadcasting and to encourage individuals to consider future employment in radio broadcastings careers. Job openings were posted in a variety of web sites to ensure broad and inclusive recruitment. During the reporting period the follow websites have been used:

1. California Broadcasters Association
2. Southern California Broadcasting Association
3. National Religious Broadcasters

**E. Other Outreach Activities:**

1. **February 24, 2014 Station Tour** – cub scouts toured the radio stations and met radio personalities.
2. **April 9, 2015 Valley Christian Cub Scouts** - group of 5 cub scouts toured the radio stations, met radio personalities, and staff.
3. **May 15, 2015 Bellflower Tiger Cubs** – group of 10 toured the radio stations, met radio personalities and staff.
4. **On July 16-18** - Hosted a booth at the 32<sup>nd</sup> Annual Christian Home Educators Convention in Pasadena, CA. Promoted the KKLA station, providing free giveaways; station magazines, book markers, wristbands, information on the various radio programs that are family friendly and encouraging.

**F. Participating in events related to career opportunities in broadcasting.**

On January 16<sup>th</sup>, 2015 – The station's News Director attended Pasadena City College's Annual Television and Radio Department Advisory meeting. Informed attendees about radio industry needs and standards and distributed the stations' job vacancy information.